**January 2024 CRKW Board Meeting Agenda**

7:00pm, Tuesday, January 9th, 2024

Pinecrest Room, Strathcona Gardens

**In Attendance**

Mercedes Hayduk, Billie Vose, Kelly Bignell, Nycky-jay Vanjecek, Richard Millns, Cheri Millns, Shannon Haugen, Margie Weeks, Kili Enger, Chris Hayduk

1. **Call to Order**

Meeting called to order at 7:04pm

1. **Accept Minutes from Last Meeting**

Nycky-jay moves to accept the minutes from the last meeting with the addition of the President’s Report. Billie seconds. All in favour.

1. **Accept Agenda**

Shannon moves to accept the agenda. Billie seconds. All in favour.

1. **Business Arising From Minutes**

None

1. **Reports and Discussion Items**
   1. **President**

Welcome to our first meeting of 2024.  I am excited for the coming year and to work with you all for another great year.

We have had some movement through the groups and some new additions which always bring some questions.  Thank you to Cheri for making those transitions easy for our families with your communication and to Billie and Kili who I am sure are answering many questions.

We have our last home meet on January 20th and I know that this team and our new meet manager will run a successful event.  We have lots of great meets coming up as well as the big Man/Sask event in early March which will take next level coordination – easily done by our Team Travel coordinators.

Thanks again for all your efforts – it takes a team and its great our swimmers have an amazing team at the Board level to keep things going.

* 1. **Head Coach**

Happy New Year to everyone! I am excited to get started on the next cycle and continue our progress.

I wanted to talk about some of our successes as well as some growing concerns I am having.

Club Growth

Our first cycle was overall a huge success. Our Club continued to service a large membership and include as many different individual needs as possible. We ran 146 Mini Whales as well as over 100 competitive swimmers. I am happy our club continues to service a large portion of our community, and this accomplishment is worth celebrating. However, I do have some concerns around retention. We have lost a large number of swimmers along the way some of which are understandable and some of which are very disappointing. My assessment of solution is to invest more heavily into the Orca program. Swimmers that develop the correct relationship with the sport at the right age will go further into the program. Just as a pyramid is limited by the size of the base, a swimmer is limited by the inventory of basic skills it takes to be successful and therefore be more likely to pursue swimming for a longer time. Many of our losses are well outside our control, however investing more into our developmental competitive program is within our control and will have a better yield of retention for seasons to come. The investment I speak of into the Orca program is the hiring of Lauren Wilson. We have had some retention challenges with our Mini Whales Program, and I’ll let Cheri speak to the numbers as well as dynamics with our pool as well as staff.

Club Performance

Our club is in a unique position based on both our history and our club culture. Based on the numerous cub records set particularly in relays it is clear that our club has reached a historical high in the overall performance and depth as a team. We have 3 swimmers who have a possibility to qualify for the Olympic Trials this May. Qualifying even 1 swimmer for this level is an extremely high level of competence and is very difficult for any age group program to do. In our club’s history, as soon as a swimmer even nears this level of performance, they are almost always headed out of town to pursue their excellence. This needs to change as we move forward, because people in our community have the right to be excellent. I am proud of the massive drops in time and performance improvement of our Development, Junior and Senior Killer Whale swimmers. While there are lots of positives with our performance, I do have some concerns about the effect some of these performance improvements are having on the culture of our team, and I will address a great deal of these in our Parents Meeting this Saturday.

We have lots of positives and challenges that come with the positives and we’ll navigate these ebbs and flows of growth and progress as well.

Discussion:

Olympic Trials (Montreal) – we have three swimmers that may qualify. This is from May 13-18. The swimmers and Richard will need to arrive several days early. How will the club help with the costs?

* 1. **Development Coach**

Last I checked, we are just around 120 swimmers in the lessons program. I was concerned when it first opened as the spots didn't fill instantly, so I cancelled a bunch of classes. It was a little preemptive as I had to add some back as they filled up over the holidays. Almost all our classes are full so that's great. I'm still getting more inquiries and will open more classes if need be. I really like filling the classes as much as possible, so we'll try and do that first.

We are down about 25, but it's typical to have a big fall registration and the numbers to drop slightly for the winter. We need to keep in mind we were also able to move about 7ish kids into Orca Development, so that was a bonus. Overall, I'm happy with the registration numbers and where we stand at the moment.

We have 3 new paid staff (previously volunteers) and I'm excited to see them step up into a leadership role. I'm working with them to ensure they get fully certified ASAP.

* 1. **Treasurer**

Account Balances:

General: $77,112.78

Gaming: $6532.46

Capital Projects: $35,000.51

Contingency: $30,000.43

All current invoices are paid.

Mini Whales start a new session. Our general account will see an increase once all the invoices are processed for that new group.

Fundraising and VPS balances for those who have withdrawn from the club have yet to be paid. I will follow up with Margie and Rachel on this and come up with a plan. Ideally, I would like these paid within 30 days of the swimmer withdrawing.

November Swim Meet

**Revenue $11,586.37**

Home entry fees $3904.37

Away entry fees $6971

Bake Sale $711

**Expenses $5503.66 (approx.)**

Swim BC Splash Fee $1155

Pool Rental $1671.40

Deck Food $144.58

Prizes/supplies $544.65

Referee accommodations/ printing fees $212.03

Coaching $1776 (approx.)

**Total Revenue: $6082.71**

Discussion:

When someone is leaving the club, an email to the parent needs to be sent out about how much is left owing (for VPS and fundraising). Margie will send this email.

* 1. **Fundraising Coordinator**

No report

* 1. **Sponsorship Coordinator**

No report

* 1. **Registrar**

98 swimmers in the competitive programs and 118 in lessons

Discussion:

Check with Lesleyann to see if she is receiving the registration emails for apparel.

* 1. **Meet Manager**

Our Last Chance Qualifier on January 20th, 2024 has been sanctioned and everything is coming together nicely. I will be doing a shop to gather remaining supplies.

Discussion:

We need an equipment manager.

Can we receive all meets in September – sanction all of our meets in September and plan all mini-meets in September

* 1. **VPS Coordinator**

Margie will send out an email about how to get VPS points.

* 1. **Apparel Coordinator**

We are hoping an order will go in for CRKW caps with names and CRKW hoodies.

* 1. **Social Coordinator**

Christmas party was a success….Now it is time to plan the Awards Banquet (this will be in May or June)

* 1. **Communications/Social Media Coordinator**

Nothing has been sent to The Mirror.

Nycky-jay was still able to document for Social Media during the swim meet.

Nycky-jay continues to do sponsorship posts and fun/exciting events that are happening with the club.

* 1. **Officials Coordinator**

There was an email sent about the January Swim Meet jobs.

Campbell River needs a Referee for swim meets. Chris plans to attend all parents meetings to give information about this role.

Discussion:

Can we buy red shirts (as an incentive) when people become trained officials? Chris will send an email to Lesleyann to have some red shirts sourced and priced.

* 1. **Website Coordinator**

No report

* 1. **Travel Coordinator**

No report

1. **New Business**

None

1. **Upcoming Meeting(s)**

Monthly Board Meetings – February 6, March 5, April 2, May 7 and June 4 at 7pm (Pinecrest Room)

1. **Adjourn**

Meeting adjourned at 8:01pm